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# CHAPTER 4

## OFFICER CAREER PATHS

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- ❑ Occupations
- ❑ Aviation
- ❑ Command, Control, Communications and Computers (C4)
  - ❑ Computer Information Systems Management
  - ❑ Electrical Engineering
  - ❑ Telecommunications Management
- ❑ Engineering Logistics
- ❑ Civil Engineering
- ❑ Naval Engineering
- ❑ Financial Resource Management
- ❑ Human Resource Management
- ❑ Health Services
- ❑ Legal
- ❑ Marine Safety
- ❑ Operations
  - ❑ Operations Afloat
  - ❑ Operations Ashore
  - ❑ Operations Law Enforcement
  - ❑ Operations Intelligence
- ❑ Reserve Program Management
- ❑ Selected Reserve Officers



## OCCUPATIONS

### WHAT DO YOU WANT TO BE?

As a Coast Guard officer, you are expected to lead first and possess particular areas of expertise where you can employ these leadership qualities. The area of expertise you decide to specialize in may be your most important career decision. Specialty decisions should be made early in one's career, for opportunities may be lost. For example, an officer who desires an afloat career and does not get an afloat assignment during the first or second tour, may limit their opportunities to pursue an this specialty.

### REFERENCES

COMDTINST M5320.7 (series), Commissioned and Warrant Officer Billet Manual

COMDTINST M1427.1 (series), Register of Officers

### CAREER PATH PLANNING

In planning your career path some things to consider are:

- ☞ Your personal interests and goals
- ☞ Career path entry requirements and points
- ☞ Timing and type of assignment opportunities
- ☞ Postgraduate education

### OCCUPATIONAL SPECIALTIES

Although each Coast Guard billet is unique, some billets have been grouped into generally accepted "occupational specialties" with similar sets of professional skills and experience requirements. Refer to COMDTINST M532.7Q, Officer Billet Manual for complete listing of occupational specialties. Some of these include:

- ☐ Aviation
- ☐ Civil Engineering
- ☐ Command, Control , Communications and Computers
- ☐ Electrical Engineering
- ☐ Health Care
- ☐ Human Resource Management
- ☐ Legal
- ☐ Marine Safety
- ☐ Naval Engineering
- ☐ Operations Afloat
- ☐ Operations Ashore
- ☐ Reserve Program Management

### SPECIALTIES AND PROMOTION

When considering officers for promotion, selection boards base their decisions on performance without regard to occupational specialty

## OCCUPATIONS

### OUT-OF-SPECIALTY TOURS

With few exceptions, it is neither recommended nor desirable for you to spend an entire Coast Guard career in a single specialty (engineers will typically spend most of their career in a specialty). To be successful, you must understand a broad range of Coast Guard policy and management. You probably will have one or more out-of-specialty assignments during your career, especially as you become more senior. How often you pursue an out-of-specialty tour depends on your goals, interests, and needs of the service. Generally speaking, the fewer the billets in the primary occupational specialty, the more actively you should pursue out-of-specialty tours. Assignment to an out-of-specialty tour is possible only if more officers in that specialty are available for transfer than there are specialty billets available.

### GENERAL ADMINISTRATION, HUMAN RESOURCE MANAGEMENT (HRM) AND MANAGEMENT

These three groups of Officer Billet Codes (OBCs) cover a wide variety of specialties and may contain billets from other generally accepted career fields (e.g., medical administration, data processing) or single career fields (legal) within their OBCs. The total number of billets exceeds 850. Assignments may be in General Administration, Human Resource Management or Management OBCs. However, in the future, some assignments in Human Resource Management OBCs will not be considered out-of-specialty tours, but will be considered as the core assignments of the emerging human resources profession.

### GENERAL ADMINISTRATION

OBC 01 – General Command and Staff—55  
OBC 02 – Civil rights—6  
OBC 03 – Public and international affairs—31  
OBC 04 – Legal—135  
OBC 05 – Reserve programs—35  
OBC 06 – Inspection—5  
OBC 08 – Special aides, assistants and liaisons – 52  
OBC 09 – Staff services and security—2

### HUMAN RESOURCE MANAGEMENT

OBC 10 – Human Resource Management, General—75  
OBC 11 – Human Resource Management, Officer—22  
OBC 12 – Human Resource Management, Enlisted—22  
OBC 14 – Recruiting—23  
OBC 15 – Training—161  
OBC 16 – Personnel systems—2  
OBC 17 – Personnel services—13  
OBC 19 – Medical administration—20

## OCCUPATIONS

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### MANAGEMENT

OBC 20 – Management, General—53  
OBC 21 - Planning, programming, and budgeting—69  
OBC 22 - Data processing—21  
OBC 23 - Research and development—3  
OBC 25 – Planning, General—32  
OBC 26 - Information resources management—98  
OBC 27 - Management contingency and defense—1  
OBC 28 - Acquisition or project manager—1

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### SECONDARY SPECIALTIES

Another strategy in planning out-of-specialty tours is to plan a secondary specialty, for example, a primary emphasis in Operations Afloat with a secondary specialty in Human Resources.

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### CAREER PLANNING DECISIONS

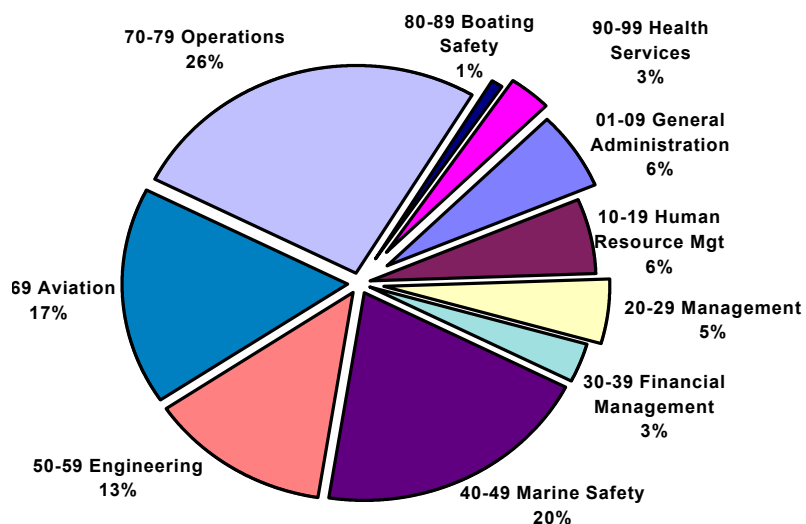
The Coast Guard maintains no single source of career guidance policy, no one preferred career route, no ticket punching, fast-track assignment, advanced schooling, or other special means to ensure promotion. On the other hand, certain career actions may have an adverse impact, such as more than two consecutive staff tours as a junior officer. Consider striking a balance between specialization and general Coast Guard career development.

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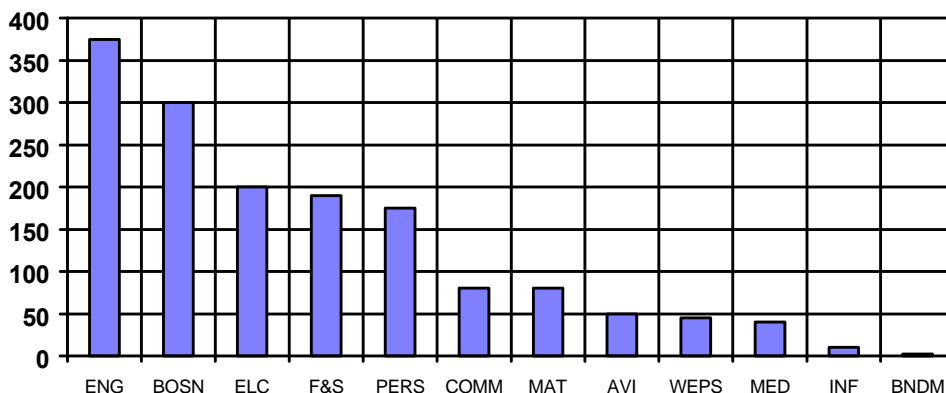
## OCCUPATIONS

**OFFICER BILLET CODE** The Officer Billet Code system used in the Commissioned and Warrant Officer Billet Manual describes each Coast Guard officer billet. The first two OBC digits, the Primary Occupational Field identifier, represent the billet's functional field, not necessarily the incumbent's qualification requirements. The Billet Manual lists 10 Primary Occupational Fields:

**Percent of Total Billets**



## CHIEF WARRANT OFFICER SPECIALTIES



**CWO DISTRIBUTION BY SPECIALTY**

## OCCUPATIONS

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### CAREER PATH AND ASSIGNMENTS

Four important factors apply to career paths and assignment opportunities.

- ☞ FIRST, once you choose a career path, the number of assignments in a specialty depends on the number of billets in it.
- ☞ SECOND, regardless of your occupational specialty, assignment opportunities exist in other specialties when the needs of the Service allow (these opportunities decrease with seniority.)
- ☞ THIRD, officers lacking early operational experience have fewer opportunities to obtain this experience as they become more senior.
- ☞ FOURTH, many captains are not directly connected with only one career field; they tend to cross boundaries into overall management and supervisory functions.

### EXPERIENCE INDICATORS

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Each officer from ensign through captain in the Register of Officers has an eight-digit experience indicator. CGPC-opm-2 assigns experience indicators to help track individuals with specialized training and facilitate statistical data collection are not used for promotion purposes.

### RESERVE EXPERIENCE INDICATORS

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Officers in the Selected Reserve must qualify for their primary experience indicator code within four years of the date the requirement was assigned. Failure to do so may result in the officer's being placed in a probationary status or being transferred to the IRR.

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## AVIATION

**INTRODUCTION** The use of aircraft to support Coast Guard missions and objectives has resulted in career paths with significant potential for aviation officers. In fact, more than 20 percent of the Coast Guard officer corps wear the 'gold wing'. An officer entering this specialty can expect to spend the greater portion of their career applying aviation skills while performing a variety of missions in Coast Guard aircraft.

**SCOPE** Coast Guard aircraft cover the entire profile of Coast Guard operations. From helicopters operating off flight deck-equipped cutters supporting law enforcement and SAR missions, to long-range patrols in fixed wing aircraft supporting the International Ice Patrol, to high speed jets intercepting airborne drug smugglers, Coast Guard aircraft are involved in every mission area. Aviation support must be available day or night, regardless of weather; therefore, Coast Guard aviators must be accomplished, all-weather pilots.

**FLIGHT TRAINING** Lasting between 18 and 24 months, flight training prepares officers for aviation duty. Naval flight training consists of ground school courses (academics, aircraft systems, land and sea survival) followed by primary and intermediate flight training in basic fixed-wing aircraft. Advanced flight training involves specializing in fixed-wing (multi-engine) aircraft or helicopters while continuing ground school courses in advanced navigation and overwater operations. After completing flight training and designation as a Coast Guard aviator, an officer moves on to complete transitional training in a Coast Guard aircraft.

**APPLICATION**

- ☞ A strong command endorsement.
- ☞ A strong performance record.
- ☞ A complete flight physical examination. The most common element for flight student disqualification is an incomplete exam or other medical problem.



## **AVIATION**

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### **INITIAL ASSIGNMENTS**

A junior officer graduating from the Coast Guard Academy must complete at least a partial tour at sea before going to flight school. OCS graduates may enter flight training immediately on commissioning. After selection for flight training and qualifying physically, an Academy or OCS graduate enters training at the Naval Air Training Command in Pensacola, Florida. Based on current Service needs, officers may pursue a course of study leading to qualification as a rotary-wing (helicopter) or fixed-wing (multi-engine) aviator. On successfully completing the advanced phase of flight training, all officers are designated Coast Guard Aviators; they must meet the same standards, achieve the same qualifications, and wear the same wings as their U.S. Navy and Marine Corps counterparts. Aviation graduates incur an obligation to serve five years on completing flight training in addition to any other educational or training-related service obligation incurred before entering flight training.

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### **DIRECT COMMISSION AVIATORS**

In addition to officers sent to flight training, the Coast Guard may grant direct commissions (as lieutenant junior grade or ensign) to individuals who have completed a military flight training program in another service. The application and selection process for these officers is managed through Coast Guard Recruiting. These officers bypass flight training and go to assignments in the aviation field commensurate with their level of experience.

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### **AVIATION CAREER INCENTIVE PAY**

Designated and in-training aviators earn Aviation Career Incentive Pay (ACIP), which continues uninterrupted through the 25th year of commissioned service, provided the aviator maintains designation, meets physical requirements, and spends a certain minimum time in aviation assignments.

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### **OUT-OF- SPECIALTY TOURS**

Rotation out-of-specialty (sometimes called “rotational tours”) may begin after the first or second aviation tour. Aviators may receive career-broadening assignments in District Command Centers or various staffs at the District, Area, and Headquarters level. An aviator rotating out-of-specialty while in the grades of Lieutenant or junior Lieutenant Commander can normally expect to return to a duty-standing aviation tour.

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### **ADVANCED EDUCATIONAL OPPORTUNITIES FOR AVIATORS**

Although the Coast Guard needs to retain aviators in the specialty for which they have been trained, there are a few programs in which aviators continue to excel outside the cockpit. These programs include the aviation-related engineering curriculum (discussed below), operations analysis, public administration, management of technology, the Naval War College (Command and Staff), and the Marine Corps Command and Staff College. These advanced degrees prepare mid-level aviators for rewarding staff assignments in planning, policy, and program management positions.

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## **AVIATION**

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### **COMMAND OPPORTUNITIES**

Opportunities exist at the captain and commander level for air station commands. All command positions require prior assignment in a “pre-command” billet (air station Executive Officer, Operations Officer, Engineering Officer) at the commander or lieutenant commander level. The aviation command screening panel typically meets in October.

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### **SENIOR LEVEL ASSIGNMENTS**

As an aviator reaches the Coast Guard upper echelons, the career emphasis shifts from maintaining pilot skills to demonstrating senior management skills. Senior aviators may attend a professional school such as the Armed Forces Staff College, Air War College, Industrial College of the Armed Forces or the Naval War College. As an aviator enters the senior grades, the out-of-specialty tour policy changes because the officer may not necessarily return to aviation after a rotational tour. In fact, as an aviator becomes progressively more senior, there is a substantial probability he or she will go out-of-specialty and not return before retirement because of the limited number of very senior billets in aviation.

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### **OTHER AVIATION SUB- SPECIALTIES**

While the majority of Coast Guard aviators serve as operational aircraft pilots, some aviators may choose to perform vital functions in other aviation areas including:

☞ Aviation Maintenance

☞ Aviation Safety

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### **QUALIFI- CATIONS**

Qualifying in the various aviation subspecialties may require advanced education, short-term resident training, or on-the-job training. This specialization increases an officer's scope of knowledge and value to the Service.

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### **AVIATION MAINTENANCE OFFICERS**

Aviation maintenance officers support Coast Guard aircraft by managing the maintenance program. To specialize as an aviation maintenance officer, an officer must first qualify as a Coast Guard aviator. The normal career pattern proceeds from pilot qualification to applying for the aircraft maintenance-officer-in-training program as described in the Training and Education Manual. This program combines on-the-job training with short-term technical schooling over a 12-month period. This program concludes with designation as an aviation maintenance officer. This training process prepares an officer to manage an air station's engineering department.

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## **AVIATION**

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### **ADVANCED EDUCATION**

After one or two tours at aviation units, aircraft maintenance officers may apply for advanced education to obtain an advanced degree. These programs typically last 12 to 24 months and prepare an officer to serve in a program or industrial management staff position.

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### **AERONAUTICAL ENGINEERING & ENGINEERING ADMINISTRATION**

Graduates of the aeronautical engineering, operations research and engineering administration postgraduate programs plan, develop, and support new Coast Guard aircraft systems and manage the Service wide aircraft maintenance program.

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### **AVIONICS ENGINEERING & OPERATIONS RESEARCH**

The avionics engineering degree prepares designated aviation maintenance officers to manage equipment procurement and avionics systems integration projects. Rapid growth and ever-changing technology in the aerospace sector provide a constant challenge for these officers as they integrate, maintain, and logistically support Coast Guard aircraft.

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### **ASSIGNMENT OPPORTUNITIES IN AVIATION MAINTENANCE**

At the lieutenant level or any time thereafter, an officer may request postgraduate or professional education. Mid- and senior-level staff positions in aeronautical engineering and engineering administration often require an advanced degree, as does avionics engineering. Assignment to most unit-level aviation engineering officer positions can be obtained without postgraduate education.

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### **FLIGHT SAFETY OFFICERS**

Flight Safety Officers (FSO) carry out the air station command safety program including mishap prevention, investigation and causal analysis, crew resource management training, and liaison with DoD and other local safety resources. A cadre of flight safety officers in each major airframe are selected as specialty mishap investigators for class A/B mishaps.

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### **QUALIFICATIONS AND OPPORTUNITIES**

Officers who enter the flight safety sub-specialty are normally experienced aviators who have completed at least one tour as an aircraft commander. They are selected for the program based on performance and the recommendation from their commanding officers. They must complete one of the DoD aviation safety officer programs before assignment as a flight safety officer. Follow-on professional training is available on various flight safety subjects. Selected officers typically serve as an assistant flight safety officer or ground safety officer at a large unit before assignment as the flight safety officer at a smaller air station. Some officers at the lieutenant commander level will choose follow-on assignments in safety which include command safety officer at a large air station or various staff assignments in flight safety at headquarters. Additionally, a small cadre of FSOs are selected for and trained as accident investigation specialists to serve on mishap analysis boards. Commanders and captains with experience in safety are often selected to be mishap board presidents.

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## COMMAND, CONTROL, COMMUNICATIONS AND COMPUTERS (C4)

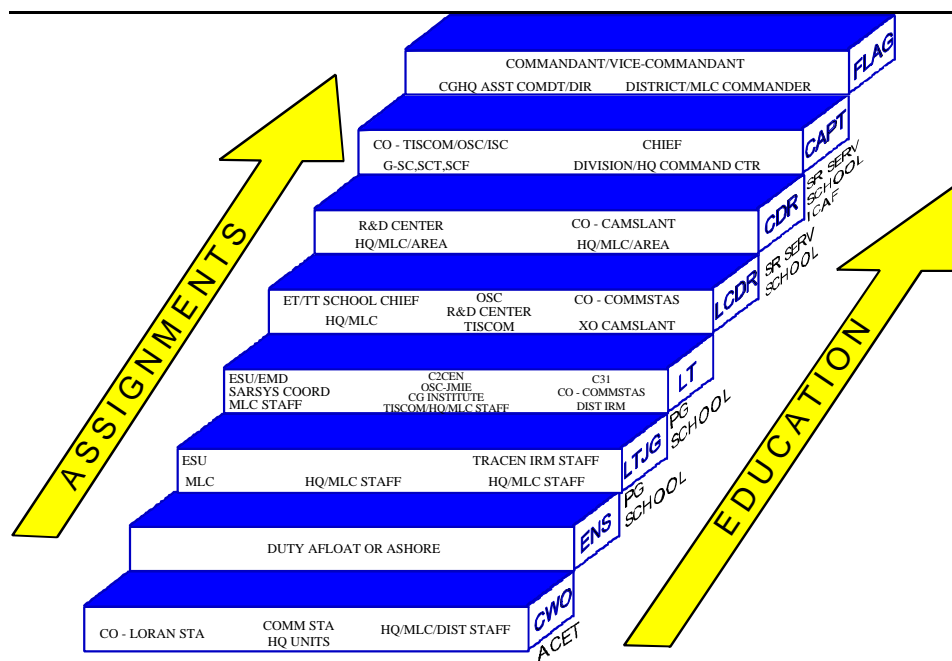
**INTRODUCTION** The Coast Guard is a prolific user of information technology at all organizational levels, from the smallest operational unit to the Commandant's office. As used here, the term "information technology" is very broad, encompassing virtually all Coast Guard computer, information, communication, and electronic systems.

### PROGRAMS

While Coast Guard information technology contains three primary specialties, a substantial interrelationship exists among them:

- ☞ Electrical Engineering (OBC 58)
- ☞ Computer and Information System Management (OBC 22 and 26)
- ☞ Telecommunications Management (OBC 74)

### C4 BILLET STRUCTURE



## **COMPUTER INFORMATION SYSTEMS MANAGEMENT**

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<b>SCOPE</b>	Computer and information systems managers specify, procure, implement, test, validate, configure, maintain, and manage computer and information systems and computer networks. They may work with Coast Guard standard or non-standard computer systems and various Coast Guard information systems (e.g., SARMIS, LEIS, MSIS, etc.). Tasks include database administration, systems analysis and design, network design and administration, systems integration, and information or computer systems management.
<b>SKILL REQUIREMENTS</b>	Significant practical experience with computer or information systems (e.g., prior enlisted with regional system manager experience) or an undergraduate Bachelor of Science degree in Computer Science or Information Systems is expected. A postgraduate degree is preferred.
<b>ASSIGNMENTS</b>	Officers in computer and information systems should plan to serve in specialty and rotational tours, building on previous assignments. Initial assignments are to the TISCOM, C2CEN, R&D Center, Operation Systems Center, Coast Guard Supply Center, or Coast Guard Headquarters. By the time an officer reaches the commander level, distinctions between information system specialties and identification with a particular specialty blur. These officers' primary in-specialty contribution then becomes overall technical management of any or all information systems disciplines.
<b>COMMAND OPPORTUNITIES</b>	Computer and information systems specialists have command opportunities at the C2CEN for commanders and Operations Systems Center for captains. Candidates with an information system management background may be considered for command of an ESU. Command opportunities are commensurate with an officer's experience, qualifications, and performance.
<b>OUT-OF-SPECIALTY TOURS</b>	Computer and information system managers are highly encouraged and actively supported in seeking operational, out-of-specialty tours.
<b>ADVANCED EDUCATION</b>	The computer and information systems management specialty has an advanced education program. The Information Technology Management program currently sends some candidates to universities to earn a Master of Science in Information Systems. Other candidates are given approval to pursue and to earn a Master of Science in either Computer Science or Software Systems Engineering. Additionally, each year, candidates are selected for the Advanced Computer and Electronic Technology (ACET) program, attending universities to earn either an associate or bachelor's degree in Computer Science or Information Systems. The program manager (G-SRF) approves each university and curriculum. The first assignment after advanced education develops practical applications which adapt theoretical knowledge to current Coast Guard projects.

## **ELECTRICAL ENGINEERING**

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### **SCOPE**

Electrical engineers develop specifications, procure, test, evaluate, install, modify, manage configuration, and maintain the life-cycle of non-aviation electronic systems, including shipboard command and control systems, navigation and radar systems, and voice and data communication systems.

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### **SKILL REQUIREMENTS**

An undergraduate Bachelor of Science degree in Electrical Engineering, a related technical degree, or related prior enlisted experience (e.g., ET, TT, etc.) is expected. A postgraduate degree is preferred for some billets.

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### **ASSIGNMENTS**

Electrical engineering officers should plan both follow-on and specialty tours building on previous assignments. Initial assignments are usually at the Electronics Support Unit, Telecommunication and Information Systems Command (TISCOM), C2CEN, and the R&D Center. Other possible assignments include an MLC or Headquarters tour. By the time an officer reaches the commander level, distinctions between technical specialties blur and their primary in-specialty contribution then becomes overall technical management for any or all information technology disciplines.

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### **COMMAND OPPORTUNITIES**

Electrical engineers have several command opportunities. There are LORAN-C Coordinator of Chain Operations (COCO) positions at the level of Lieutenant. Electronic Support Units (ESUs) provide several command cadre positions for LCDRs and CDRs. For captains, command assignments include TISCOM, OSC, C2CEN, R&D Center, Navigation Center (NAVCEN) and competition with other engineers for the Integrated Support Commands (ISCs).

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### **OUT-OF- SPECIALTY TOURS**

Electrical engineers are highly encouraged and actively supported in seeking operational out-of-specialty tours.

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### **ADVANCED EDUCATION**

The electrical engineering program offers an advanced education leading to a Master of Science degree in Electrical Engineering. Common options in an MSEE curriculum include academic tracks in communications, command & control, computers, digital design, radars, antennas, weapons, and sensors. In any of these areas, a systems' approach to engineering is directly applicable to the follow-on engineering, acquisition, or project management assignments available in the Coast Guard. In addition, candidates without bachelor-level education are selected annually for the Advanced Computer and Electronic Technology (ACET) Program leading to either an associate or bachelor's degree in Electrical Engineering Technology. The headquarters program manager (G-SRF) must approve each university and its curriculum. The first assignment after postgraduate education enables the officer to develop practical applications to adapt acquired theoretical knowledge to current Coast Guard projects.

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## **TELECOMMUNICATIONS MANAGEMENT**

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<b>SCOPE</b>	Telecommunications management specialists provide financial analysis and specify telephone systems and data and radio communication networks, with significant overlap with the computer and information systems specialty.
<b>SKILL REQUIREMENTS</b>	An undergraduate engineering or related technical degree (a postgraduate degree for some billets) or relevant previous enlisted experience is expected.
<b>ASSIGNMENTS</b>	Telecommunications management officers should plan follow-on specialty and rotational tours, building on previous assignments. Initial assignments are to a district or headquarters telecommunication staff, TISCOM, or a Communication Station. By the time an officer reaches the commander level and gains broader experience in telecommunications management, their primary in-specialty contribution is expected to be technical management in any or all information technology disciplines.
<b>COMMAND OPPORTUNITIES</b>	Telecommunications specialists have several command opportunities. Communication Stations and Communication Area Master Stations provide command cadre positions for specialists in the ranks of LT through CDR. Additionally, at the LT level, there are several critical support positions controlling upwards of 100 people and millions of dollars. Electronic Support Units (ESUs) provide additional command cadre positions for LCDRs and CDRs. For captains, command assignments include TISCOM, OSC, C2CEN, R&D Center, Omega Navigation System Center (NAVCEN) and competition with other engineers for the Integrated Support Commands (ISCs).
<b>OUT-OF-SPECIALTY TOURS</b>	Telecommunications Management specialists are highly encouraged and actively supported in seeking operational out-of-specialty tours.
<b>ADVANCED EDUCATION</b>	The Telecommunications Management program has an advanced education program that currently sends candidates to universities to earn a Master of Science in Information Technology Management. Additionally, each year candidates are selected for the Advanced Computer and Electronic Technology (ACET) program and attend universities to earn either an Associate or Bachelor's degree in telecommunications management. The program manager (G-SRF) approves each university and their curriculum.



## ENGINEERING LOGISTICS

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**INTRODUCTION** A technically-oriented career field, engineering logistics offers the challenge to apply and expand knowledge and experiences by working in a variety of demanding assignments. Nearly every billet is open to an officer with an engineering and logistics specialty and background. Moreover, in many assignments that do not specifically call for engineering and logistic specialists, you will be able to plan a career while keeping options open; the choices are yours as an engineer or logistician.

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**SPECIALTIES** Coast Guard Engineering contains seven principal specialties:

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- ☞ Naval Engineering (OBC 52 & 53)
  - ☞ Civil Engineering (OBC 55)
  - ☞ Ocean Engineering (OBC 51)  
Ocean engineers support long- and short- range aids to navigation, and marine environmental protection programs.
  - ☞ Industrial Management (OBC 56)  
Industrial managers work closely with their customers to support the total engineering plant.
  - ☞ Command, Control and Communications (OBCs 22, 26, 58 and 74)
  - ☞ Aeronautical Engineering (see Aviation career pattern)/(OBC 62)
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**QUALIFICATIONS** To qualify for a Coast Guard engineering career, you should have a bachelor's degree in engineering or the sciences from an accredited college or university or have experience in an enlisted engineering or technical rating. Those interested in aeronautical engineering must first qualify as a Coast Guard aviator. Specific engineering billet requirements vary depending on specialty and grade.

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**EXPERIENCE** Approximately 60 percent of the billets, primarily those of junior officer, do not require previous engineering experience; others require a Bachelor or Master of science in an engineering specialty; some require a previous tour as an engineering-officer-in-training. Most mid- and senior-level billets require engineering experience and an advanced degree.

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**INITIAL ASSIGNMENT** An engineering career begins with the basic phase during which you obtain fundamental skills as a Coast Guard officer and serve as an engineer-officer-in-training. You may be assigned sea duty as a student engineer and obtain shipboard engineering qualification. You may also complete your graduate education in the engineering specialty of your choice.

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## **ENGINEERING LOGISTICS**

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### **OCEAN ENGINEERING ASSIGNMENTS**

Some specialty billets are available at Headquarters, the CEUs, the National Data Buoy Project and the R&D Center. Related tours may be performed in aids to navigation billets, afloat or ashore, or marine environmental protection billets at Marine Safety Offices or on the National Strike Force.

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### **INDUSTRIAL MANAGEMENT ASSIGNMENTS**

Following school, officers can expect two or three industrial management assignments during their careers. Typical assignments might include executive office of a Coast Guard group or engineering officer afloat if qualified by previous experience. An industrial management graduate is generally assigned as industrial manager at base or unit, where he/she manages all the activity's industrial operations and coordinates its industrial capabilities with unit commanding officers, group commanders, MLC division chiefs, engineering unit commanding officers and district office branch chiefs.

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### **ADVANCED EDUCATION**

Graduate education is an integral part of a career in the Coast Guard's engineering program because it expands the base of expertise in a chosen field. Increasingly, many mid- and upper-level engineering billets require a master's degree. The Coast Guard's advanced education program fulfills the Service's specialty requirements while matching your capabilities, interests, and personal goals for achievement.

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### **SPECIALIZATION**

Advanced education opens some assignment avenues and closes others. The chosen field of specialization influences the various assignment options available. The more scientific or technical the curriculum, the greater the degree of specialization and fewer specialty assignment opportunities. Management-oriented curriculum qualify you for a wide variety of billets in many program areas.

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## **CIVIL ENGINEERING**

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**INTRODUCTION** Coast Guard civil engineers manage every aspect of the Coast Guard's shore plant and are involved in all seven functions that comprise the shore facilities life cycle:

- ☞ Planning
- ☞ Programming and Budgeting
- ☞ Design
- ☞ Construction
- ☞ Operation
- ☞ Maintenance and Disposal
- ☞ Environmental Management

**SCOPE** The shore plant consists of more than 30,000 buildings and structures, including roads, towers, runways, lighthouses, and waterfront facilities with an estimated replacement value of more than \$7 billion. Effectively operating and maintaining this plant require innovative management techniques and modern technology. A Coast Guard civil engineer's duties encompass the full range of problem-solving, planning, and management skills required to design, construct, and maintain these shore facilities.

**QUALIFICATIONS** Specialization as a civil engineer is open to officers with a degree in civil engineering or an allied field who have completed an initial assignment at sea or ashore. Two types of civil engineering assignments are available: facilities engineering and civil engineering staff duty.

**CAREER PATTERNS** Career patterns offer challenging opportunities. Some junior officers perform facilities or civil engineering duty while awaiting assignment to postgraduate education. After postgraduate school, most officers are assigned to a Civil Engineering Unit (CEU) or Facilities Design and Construction Center (FD&CC) and pursue professional engineering registration. Subsequent tours involving greater responsibility include assignments as assistant or facilities engineer at a major shore command; executive officer of a CEU or FD&CC, or assignment to the Civil Engineering Division at a Maintenance and Logistics Command (MLC) or Coast Guard headquarters. Rotational tours may be available if requested.

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## **CIVIL ENGINEERING**

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### **ASSIGNMENTS**

Civil engineers usually are assigned to the two MLCs in Portsmouth and Alameda; the two FD&CCs in Norfolk and Seattle; the six CEUs in Providence, Miami, Cleveland, Juneau, Alameda, and Honolulu; Coast Guard headquarters; or facilities engineering duty at 17 major shore commands.

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### **FIRST TOUR DUTIES**

Typical first civil engineering tour duties include:

- ☞ Designing construction projects
  - ☞ Participating in the design teams for major construction projects
  - ☞ Performing civil engineering inspections of field units
  - ☞ Assisting in operating and maintaining the physical plant at a large shore unit
  - ☞ Assisting facility commanders with environmental compliance issues
- or,
- ☞ Conducting and supervising environmental restoration efforts.
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## **NAVAL ENGINEERING**

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<b>SCOPE</b>	Naval engineers are involved in the life cycle logistics of Coast Guard boats and cutters. This includes planning, designing, constructing, outfitting, operating, maintaining and altering some of the most highly automated machinery, electrical and ordnance systems in the world.
<b>REQUIREMENTS</b>	An undergraduate engineering or related technical degree is preferred.
<b>INITIAL TOUR</b>	Entry-level naval engineers normally complete a two- to three-year training and indoctrination program in afloat and ashore assignments to familiarize them with the entire spectrum of naval afloat operations and maintenance, contract administration, quality assurance procedures, project management, and fleet maintenance support.
<b>AFLOAT TOURS</b>	Naval engineers also serve as Engineering Officers (EO) aboard Coast Guard cutters, where they operate and maintain the cutter's engineering plant and direct engineering department personnel and financial resources. An entry-level afloat engineering tour is mandatory for pursuing a naval engineering career.
<b>OTHER ASSIGNMENTS</b>	Further assignments include various naval engineering support organizations, such as Headquarters, Maintenance and Logistics Commands (MLC), Naval Engineering Support Units (NESU), the Coast Guard Yard, the Engineering Logistics Center (ELC), and Coast Guard Groups. Naval engineers also enjoy myriad out-of-specialty assignments based on personal experience and initiative.
<b>COMMAND ASSIGNMENTS</b>	Naval engineers have command opportunities at 10 NESUs and the Coast Guard Yard. Experience and qualifications also enable officers to compete for command afloat and non-naval engineering units ashore as well.
<b>OUT-OF-SPECIALTY TOURS</b>	Naval engineers are encouraged to explore out-of-specialty tours after their first two training and indoctrination assignments. Successful performance as an EO afloat can open the door to subsequent tours afloat as XO and eventually CO. Out-of-specialty tours help ensure a well-rounded professional and provide insight that benefits the program and Coast Guard as a whole.

## NAVAL ENGINEERING

### CAREER ASSIGNMENTS

The naval engineering program has two specific requirements that ensure unrestricted assignment within the program:

- ☞ Successful completion of the Engineering Officer-in-Training (EOIT) program.
- ☞ Assignment as EO on a WMEC or larger cutter.

Continued involvement with the various levels of naval engineering support also ensures assignments of greater responsibility within the Program.

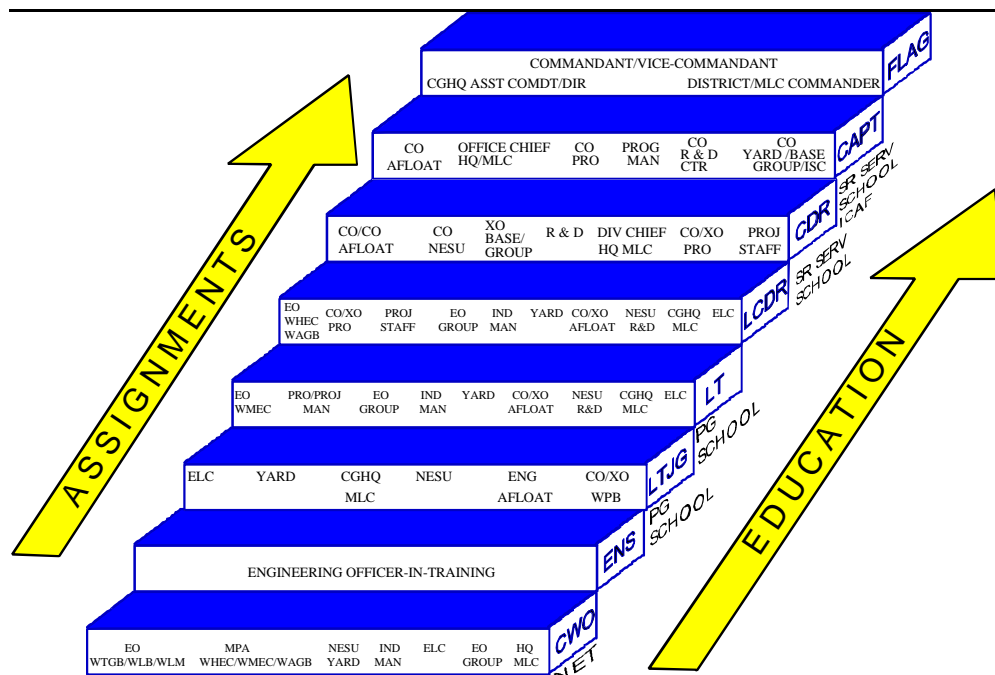
### EDUCATION

The naval engineering program has a postgraduate option that currently sends eight candidates a year to universities to earn a Master of Science in Engineering for Naval Architecture and Marine Engineering or a Master of Science in Mechanical Engineering. The Headquarters program manager (G-SEN-1) approves each student's curriculum to ensure naval engineering program needs are being met.

### NAVAL ENGINEERING TECHNOLOGY (NET) PROGRAM

The Naval Engineering Technology (NET) program, intended for CWOs and above who currently do not have a bachelor's degree, leads to an associate degree. Three candidates a year attend a college with an approved technical curriculum near the officer's current or subsequent duty station.

### GRADE AND BILLET OPPORTUNITIES



## **FINANCIAL RESOURCE MANAGEMENT**

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**INTRODUCTION** Coast Guard Financial Resource Managers have a wide variety of responsibilities such as a district budget officer at the junior level to Commanding Officer of the Coast Guard Finance Center, MLC comptroller and Headquarters office chief within the Office of the Chief of Staff at the captain grade.

**AS A CAREER?** With approximately 150 billets in the Financial Resource Management OBC's, it is possible to make a career of Financial Resource Management, provided you plan enough out-of-specialty tours over your career.

**SUBSPECIALTIES** Assignments in the Financial Resource Management specialty can begin at the lieutenant grade to afford officers the opportunity to complete other career goals before entering the field. Once in the specialty you can choose from several subspecialties, an important consideration since the overall field is too small to permit rigid adherence to subspecialties. The following subspecialties presently exist:

- ☞ Comptroller – This field encompasses budget and financial analysis and general comptroller tasks.
- ☞ Financial Management – This field encompasses accounting control, budget, and budget analysis tasks.
- ☞ Fiscal Operations – This field encompasses responsibility to perform compensation management tasks.
- ☞ Supply and Inventory Management – This field encompasses responsibility to perform materiel inventory and materiel management tasks.
- ☞ Supply Operations – This field encompasses materiel management and associated planning tasks, such as supply center inventory management.
- ☞ Contracting – This field encompasses acquisition tasks, generally for more than \$25,000.
- ☞ Resale Programs – This field encompasses supervising exchanges.

**ADVANCED EDUCATION** Because most of the billets in this specialty require an advanced degree in Finance, one important aspect of this career field is the number of officers who attend postgraduate school.

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## **HUMAN RESOURCE MANAGEMENT**

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**SKILLS REQUIREMENTS** Entry requirements vary widely: some have minimal requirements while others require postgraduate or higher education. Contact the appropriate assignment officer or program manager for entry requirements.

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**INTRODUCTION** At this writing, the specialties comprising Human Resource (HR) management are quickly evolving. With over two-thirds of the Coast Guard's operating expenses going to cover the cost of people, and decisions in the HR system becoming more complex, the need to create and maintain a professional base of HR knowledge has never been greater. The structure of OBCs is being studied so that it may better reflect current and future professional disciplines; billets requiring or benefiting from specialized HR knowledge are being identified; and the notion of a human resources officer is emerging. In the future, assignments in "personnel" will not be considered out-of-specialty tours for those in other disciplines, but will be considered as the core assignments of the emerging human resources profession.

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**SCOPE** The human resources system supplies a skilled workforce to unit commanders that enables mission accomplishment, and helps the Coast Guard achieve its strategic goals. In addition, it manages a system that provides for the needs of Coast Guard people—active and reserve military members, civilians, auxiliaries, and even contractor support personnel.

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**TECHNICAL** The technical areas of responsibility of Coast Guard human resource managers include HR planning and the structure of requirements. It also includes managing people flows (recruiting and accession, assignment, promotion, etc.); human performance technology, education, and training; career and personal development; support services (e.g., housing, compensation, benefits, medical care); and, many other functions that result in people being ready, willing, and able to perform the jobs they are assigned.

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**ASSIGNMENT OPPORTUNITIES** With over 250 billets identified at present, HR professionals are likely to see assignments at ISCs, Training Centers, HRSIC, MLCs, Headquarters (mostly in G-W, but billets are available in other Directorates), Personnel Command, Recruiting Center, and other places. Most billets are between O-3 and O-6. Not all billets in G-W or in the OBCs listed below require an HR specialist.

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## HUMAN RESOURCE MANAGEMENT

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### BILLET STRUCTURE

This career field includes a wide variety of specialties. As mentioned above, this is evolving rapidly, but at present billets are distributed as follows:

- ☞ Human Resource Management – General (OBC 10) – 44
- ☞ Human Resource Management – Officer/Enlisted (OBC 11/12) – 21
- ☞ Recruiting (OBC 14) - 15
- ☞ Training (OBC 15) – 78
- ☞ Systems and Services (OBC 16 & 17) – 11
- ☞ Medical Administration (OBC19) – 11
- ☞ Reserve Programs (OBC 05) – 34

### QUALIFI- CATIONS - REQUIREMENTS

The human resources management specialty is available to officers with degrees related to the field who have completed an initial operational tour. Assignments beyond O-4 generally require prior experience in the discipline and an advanced degree in a related field.

### CAREER PATTERNS

As with many other specialties, the more senior one becomes the more likely one is to be assigned to Headquarters and have limited opportunities for senior command.

### EDUCATION

One way to ensure the Coast Guard builds the intellectual capital it needs within the HR community is through postgraduate education. Opportunities exist for advanced degrees in Human Performance Technology, Leadership, Instructional Systems Design (Medical Administration), Operations Research, Organizational Behavior, Administrative Science and Public Administration (HR focus).

### OUT OF SPECIALTY TOURS

An important dimension of the modern HR professional is that he or she has expertise in other aspects of the organization's core missions. For that reason, most HR officers would be wise to choose a mission area other than HR (Marine Safety, Operations Afloat and Ashore, C3, Health Care, etc.) and try to arrange alternate tours between HR and the other mission area. Though there is no formal policy that limits an officer to two mission areas, it is difficult to achieve proficiency in more. To be successful in today's Coast Guard, an officer must understand a broad range of policy and management issues – while being an expert in some area as well. Tours of duty on the “delivery end” of the HR system will also ensure that HR officers better understand customers' needs, and will increase their value in subsequent HR tours. Balancing HR tours with out-of-specialty tours is part of every HR officer's career development responsibility.



## HEALTH SERVICES

**INTRODUCTION** The Health Services program supports Coast Guard missions by providing quality health care to maintain a fit, healthy active duty corps and meets dependents' and retirees' health care needs to the maximum extent permitted by law and resources.

**USPHS** Health Services is a unique field because most of its officers come to the Coast Guard from the United States Public Health Services (USPHS).

**OFFICER CATEGORIES** The Health Services program is made up of three categories of officers:

- ☞ USPHS Officers (OBC 90-99)—These are the doctors, dentists, physician assistants, pharmacists and environmental or occupational health specialists who wear the Coast Guard uniform. USPHS officers are not promoted from the ADPL.
- ☞ Medical Administration Officers (OBC 19)—These can be CWOs or regular officers in medical administration billets.
- ☞ Physician Assistants (PA) (OBC 18)—These are CWOs or temporary or regular officers who have completed the prescribed medical training and are certified by the National Commission on Certification of Physician Assistants.

**EDUCATIONAL OPPORTUNITIES** Educational opportunities are available for chief warrant officers to earn a Bachelor's or Master's in Medical Administration while regular officers can complete a Masters in Medical Administration through the advanced education program. The PA program, available to all enlisted personnel, consists of two years under the Inter-Service PA program of the U.S. Air Force. Graduates receive a BS degree from the University of Nebraska and a commission as a Coast Guard ensign.

**ASSIGNMENTS** Medical administration assignments are limited, with only 20 billets. After completing the master's program, officers are assigned to MLCs, ISCs or Headquarters units.

## **LEGAL**

**INTRODUCTION** Like every other government agency and private corporation, the Coast Guard continually needs various legal services. In fact, since the Coast Guard is both a regulatory and law enforcement agency, its need for legal services is greater than most other government agencies. Further, many Coast Guard programs and missions affect other nations' ships and people. The resulting interplay between domestic and international law adds a dimension to practicing Coast Guard law not present in agencies with a solely domestic focus. Since the Service often responds to emergencies, its law specialists (attorneys) frequently provide immediate legal services in support of ongoing operations. The legal program also administers a specialized criminal law system based on the Uniform Code of Military Justice. Finally, due to frequent moves, Coast Guard personnel and their families must deal with multiple state laws and rules on taxation, voting rights, landlord-tenant disputes, etc. Through the Legal Assistance Program, which exists only in the Armed Forces, lawyers assist members in dealing with these issues.

**LEGAL FUNCTIONS** The best way to describe the legal program is to describe the myriad tasks Coast Guard law specialists perform. The various functions are set forth below in categories corresponding to Headquarters offices under the Chief Counsel. These are the functions commonly performed, but Coast Guard law specialists also become involved in other kinds of tasks and unique situations.

**CLAIMS AND LITIGATION** These lawyers handle all non-procurement, non-environmental affirmative or defensive claims arising from Coast Guard operations or functions. Coast Guard lawyers evaluate and render final decisions recommending settlement of these claims or adjudication action to the Department of Justice. If a claim cannot be settled and a lawsuit ensues, Coast Guard lawyers assist the Department of Justice in defending or prosecuting the lawsuit. They assist similarly in civilian criminal cases involving Coast Guard programs or witnesses.

**CLAIMS AND LITIGATION** Coast Guard lawyers also coordinate legal advice, assistance, and legal representation as needed to Coast Guard personnel.

**ENVIRONMENTAL LAW** Lawyers practicing in this relatively new but burgeoning field, oversee the delivery of all legal services that support Coast Guard environmental compliance activities, including interagency coordination of legal policy issues. Environmental lawyers represent the Coast Guard during pre-litigation of third-party comprehensive environmental responsibility, cleanup, and liability (CERCLA) cases. They provide legal advice, opinions, and interpretations of federal, state, and local environmental laws and regulations to Coast Guard officials developing environmental compliance and restoration policies and strategies. Finally, environmental attorneys represent the Coast Guard on interagency committees, review proposed legislation and regulations, and coordinate delivering all other legal services to support the Coast Guard's environmental compliance and restoration program.

## **LEGAL**

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**MARITIME AND INTERNATIONAL LAW** These lawyers provide counsel, advice, opinions, and interpretations about marine safety and navigation in addition to the other Coast Guard missions. The Office of Maritime and International Law (G-LMI), at Headquarters, provide consideration and action on civil penalty appeals; review merchant mariners' appeals from orders of suspension and revocation by representing the Coast Guard at the Shipping Coordination Committee. These attorneys also assist in drafting and negotiating international agreements.

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**LEGISLATION** Located at Headquarters, lawyers in the Office of Legislation coordinate development of the annual Coast Guard legislative program and draft proposed legislative language and supporting materials for the Secretary of Transportation's signature and eventual presentation to Congress. These lawyers coordinate Coast Guard review of proposed testimony by other administration officials before Congressional committees. They also assist in coordinating Coast Guard review of and provide comments on proposed legislation to the Office of Management and Budget, other governmental agencies, and other Department of Transportation (DOT) elements.

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**REGULATORY AND ADMINISTRATIVE LAW** Regulatory attorneys are responsible for ensuring Coast Guard missions can be accomplished through clear, complete, legally enforceable regulations in such areas as environmental protection, compliance with international agreements, user fees, safety, and maritime security. They advise the Marine Safety Council (flag-level policy group) on the Coast Guard's annual public plan for issuing regulations. They provide legal counsel on the Coast Guard's use of advisory committees. These lawyers also coordinate clearance of the Coast Guard's most important regulations through the DOT and the Office of Management and Budget.

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**PROCUREMENT LAW** These lawyers advise contracting officers and administrators and others on the legal aspects of all procurement processes. They furnish legal counsel on awards, contracts, specifications, change orders or other modifications, and other contract-related actions, documents, correspondence, and papers.

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**MILITARY JUSTICE** Law specialists serve as investigating officers and government counsel for Article 32 investigations (the military equivalent of a grand jury proceeding), summary court-martial officers, and trial counsel (prosecutors) for special and general courts-martial. By agreement, Navy and Marine Corps attorneys defend Coast Guard members accused of criminal violations of the Uniform Code of Military Justice (UCMJ); in exchange, several Coast Guard attorneys are assigned to Naval Legal Service Offices, where they defend Coast Guard, Navy, and Marine Corps clients, gaining experience in this aspect of the military justice system. Senior law specialists serve as military trial judges (special court-martial judges), the Chief Trial Judge of the Coast Guard (general court-martial judge), and judges of the Coast Guard Court of Criminal Appeals.

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## **LEGAL**

<b>GENERAL LAW</b>	<p>This field covers those areas not included above, which leaves a lot! General law attorneys provide legal advice about organizational powers, functions, and employment of the Coast Guard, the Auxiliary, and the Commandant's powers and duties. They interpret laws on Coast Guard support missions and tasks. They advise on military personnel matters and they provide similar advice and counsel on civilian personnel matters. They provide guidance to the Coast Guard on real estate issues, Freedom of Information Act responses and labor management issues.</p>
<b>LEGAL ASSISTANCE</b>	<p>The Legal Assistance Program provides legal advice to active duty and retired military members and their dependents on private civil legal matters. Legal assistance is a diverse general civil law practice comprising trusts and estates, real estate, debtor-creditor law, consumer law, family law, and powers of attorney.</p>
<b>SOURCE OF CG LAWYERS</b>	<p>The legal program takes in eleven to seventeen new Coast Guard attorneys each year from three primary sources: direct commissions, the postgraduate program, and officers completing law school off-duty.</p>
<b>DIRECT COMMISSION LAWYERS</b>	<p>Five to ten attorneys are commissioned each year through the Coast Guard's Direct Commission Officer Program as Direct Commission Lawyers (DCLs). These attorneys or recent law school graduates are commissioned as lieutenant junior grade in the Coast Guard Reserve. They receive a two or four-year active duty contract (depending on their bar admission status) with the possibility of integration into the regular Coast Guard if promoted to lieutenant.</p>
<b>ADVANCED EDUCATION</b>	<p>Approximately six officers enter the Legal program each year through the Law Advanced Education Program (AE Law). The Coast Guard pays law school tuition costs (either fully or partially) for this select group of high-performing officers. Most officers enter the AE Law program after completing the second tour of duty as an officer (four to seven years of total commissioned service). There is an emphasis on officers with field operational experience (afloat, shore operations, and marine safety). Officers interested in this program should contact the AE Law program manager in the Chief Counsel's Office of Legal policy and program development.</p>
<b>OFF-DUTY DEGREE</b>	<p>Officers who complete law school in their off-duty hours also may enter the Legal Program. Generally, to become a law specialist, such officers must have graduated from an ABA-accredited law school and be assigned to a legal billet. Interested officers should contact the Chief Counsel's Office of Legal policy and program development.</p>

## **LEGAL**

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### **ASSIGNMENTS**

There are currently 133 active duty law specialist billets in the Coast Guard. About one-third of these billets are in Coast Guard Headquarters. The bulk of the remaining billets are located in legal offices in the two MLCs and the district offices. Coast Guard military attorneys also are located at the Coast Guard Academy (both staff and faculty), RTC Yorktown, Training Center Cape May, the CG Yard, ISC Kodiak, Naval Justice School, Naval War College, Joint Interagency Task Force East (JIATFE), and the Department of Justice. Law specialists work alongside more than 50 civilian Coast Guard attorneys.

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### **ASSIGNMENTS AT HQ AND MLCs**

Assignments at Headquarters and MLCs generally involve more specialization than those at districts and other smaller offices. Conversely, law specialists assigned to smaller offices have only superficial exposure to some kinds of issues, but encounter a larger variety during a tour. Entry-level law specialist assignments are at Headquarters, MLC, district, and Academy staff legal offices. Later assignments involve greater responsibility in these or other offices, including independent duty locations. Commanders and captains head multi-lawyer offices. The Coast Guard's Chief Trial Judge (general court-martial judge) is a captain billet.

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### **OUT-OF- SPECIALTY TOURS**

The Chief Counsel strongly supports out-of-specialty tours for law specialists. At any given time, approximately 40 law specialists serve in out-of-specialty assignments throughout the Coast Guard.

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### **ADVANCED EDUCATION**

One law specialist each year may be selected to attend law school for an advanced degree (LLM), again with tuition paid by the Coast Guard. The area of study is announced before applications are due. Past areas of study have been environmental law and government contract law.

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## MARINE SAFETY

**INTRODUCTION** Marine Safety offers a wide variety of opportunities and assignments. It is currently the Coast Guard's fastest-growing field with the second-largest number of officers assigned. The "M" field offers numerous postgraduate and advanced training opportunities and a chance to become involved with the international maritime community. Billets support pollution prevention and response, marine inspections, marine investigations, marine licensing, and waterways management.

**PROGRAMS** The major disciplines in the marine safety field are:

- ☞ Commercial Vessel Safety
- ☞ Port Safety and Security
- ☞ Marine Environmental Protection

**COMMERCIAL VESSEL SAFETY** Commercial Vessel Safety (CVS) promotes safety of life, property and the environment by developing and enforcing both U.S. and international standards in merchant vessel design, construction, operation, and inspection and other marine activities such as outer continental shelf oil and gas operations. To ensure safety, "M" officers approve vessel construction plans, conduct inspections, investigate marine incidents and enforce personnel standards for maritime personnel.

**PORT SAFETY AND SECURITY** The Port Safety and Security (PSS) program manages safety and security functions to minimize threats posed by human factors which may adversely affect the safety and security of U.S. citizens, vessels, port facilities, and national assets in U.S. waters and the marine environment.

**MARINE ENVIRONMENTAL PROTECTION** The Marine Environmental Protection (MEP) mission protects the marine environment and preserves natural resources while promoting national well-being and economic prosperity. Key MEP programs include prevention, preparedness, response, enforcement, and outreach. One of the program's primary goals is to reduce the incidence of pollution of the marine environment from oil spills, hazardous substance releases, and garbage discharge.

**ENTRY REQUIREMENTS** A bachelor's degree is often desired but not required. Certain specialized billets may require a degree in naval architecture, marine engineering, or hazardous materials (chemical engineering, or industrial hygiene).

**TRAINING OPPORTUNITIES** A bachelor's degree is often desired but not required. Certain specialized billets may require a degree in naval architecture, marine engineering, or hazardous materials (chemical engineering, or industrial hygiene).

## MARINE SAFETY

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### ENTRY-LEVEL TRAINING

The Marine Safety training and qualification program consists of two distinct parts, a training program and a qualification program, each with its own specific objective. The training program provides marine safety personnel with the knowledge, skills, and experience required to perform both general and specialized activities. The qualification program qualifies marine safety personnel in specific technical areas.

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### TECHNICAL TRAINING

Entry-level training in the marine safety community usually requires three stages. The member reports to a field command for two to three months of orientation and indoctrination. The next stage, at the Marine Safety School at the Reserve Training Center in Yorktown, Virginia, consists of three basic modules: port operations, including pollution response; investigations and, inspections. The third, final stage usually involves qualifying as a Command Duty Officer, with a command letter of designation.

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### ADVANCED EDUCATION AND TRAINING OPPORTUNITIES

The next level of training, both formal and on-the-job, in the “M” program is qualifying in one of the many technical specialties such as hull inspector, boarding officer, harbor safety officer, etc. Those who successfully complete training in a technical specialty can be examined and/or issued a command letter of designation. There are also additional resident training courses beyond the basic modules, which provide members with detailed skills and knowledge to perform their job. These courses are generally 1-3 weeks in duration and taught either at RTC Yorktown or at commercial vendor sites. Examples include Crude Oil Washing and Inert Gas System training, Wood and Fiberglass Boat Inspection, Seaport Security, etc.

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Advanced training in Marine Safety falls under two programs:

- ☞ Industry Training
  - ☞ Postgraduate School
- 

### INDUSTRY TRAINING

The Coast Guard created the Industry Training program to observe operational procedures, unique business methods, and the effect of government regulations on the maritime industry. Opportunities exist in these following areas:

- ☞ Merchant Marine Industry Training (MMIT)
  - ☞ Port Safety Industry Training (PSIT)
  - ☞ Marine Environmental Protection Industry Training (MEPIT)
  - ☞ Investigations Industry Training (IIT)
-



## MARINE SAFETY

**HOW TO APPLY** Industry training varies from a few months to a year. Application procedures are similar to the postgraduate school process except a GRE or GMAT is not required. Candidates selected are usually in the O-4 and O-3 grades and normally possess five or more years of field or specialty experience. The program manager for all programs is G-MRP-3.

### ADVANCED EDUCATION

Opportunities for advanced education are available to develop both advanced technical and mid-level management skills. Advanced education opportunities are available for ensign through the lieutenant commander grades with more junior officers filling the technical programs. The program manager is G-MRP-3. Postgraduate programs offered include Environmental Management, Transportation Management, Marine Engineering, Electrical Engineering, Fire Protection Engineering, Chemical Engineering, Industrial Hygiene, Operations Research, Human Resources Management, Economics, and Information Systems.

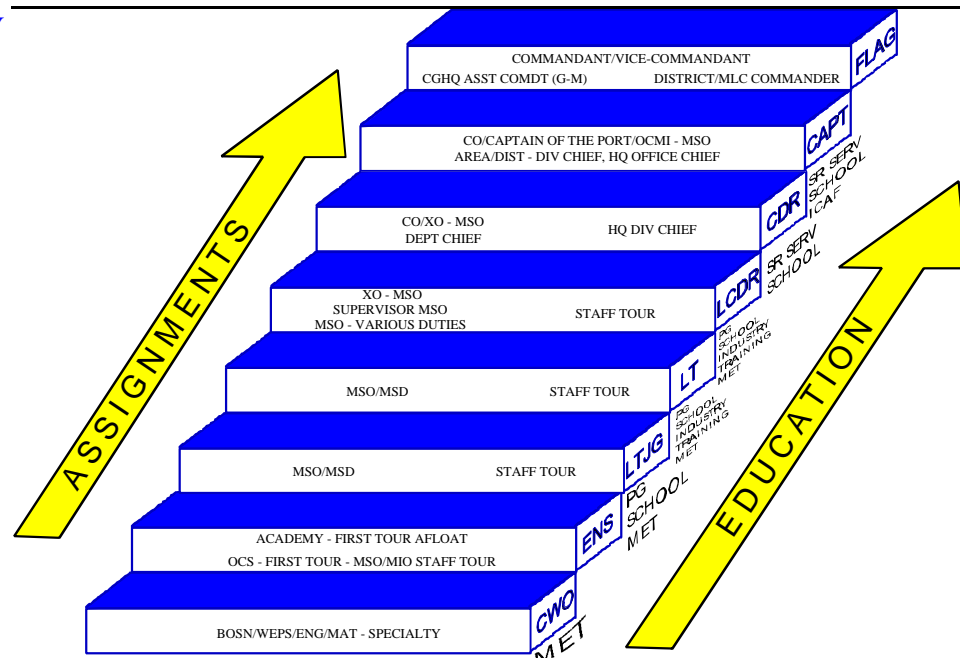
### MARINE ENGINEERING TECHNOLOGY (MET)

The MET program, concentrating on mechanical, fire safety, electrical power, and marine engineering disciplines, is an opportunity for qualified O-4 and below commissioned officers and chief warrant officers to attend a two-year program leading to either an Associate or Bachelor of Science degree.

### MARINE SAFETY ASSIGNMENTS

Officers are assigned to Marine Safety Offices (MSO), the National Maritime Center, the Marine Safety Center, the National Strike Force, and district and Headquarters "M" billets. These assignments are usually in large cities with busy shipyards, waterfront facilities, and other shipping-related activities.

### MARINE SAFETY BILLET STRUCTURE





## MARINE SAFETY

### MARINE SAFETY OBC BILLET DISTRIBUTION

MARINE SAFETY OBC BILLET DISTRIBUTION											
RANK	40	41	42	43	44	45	46	47	48	49	Total
RADM	1	0	0	0	0	0	0	0	0	0	1
CAPT	37	3	3	0	0	2	2	1	0	0	48
CDR	53	15	26	1	0	18	6	2	2	2	125
LCDR	44	25	56	13	2	49	19	14	9	0	231
LT	46	16	77	26	0	98	19	57	12	0	351
LTJG	1	54	94	1	0	68	3	37	1	0	259
BOSN4	4	2	11	0	0	66	0	4	2	0	89
ENG4	1	1	7	0	0	117	2	6	0	0	134
MAT4	0	1	1	0	0	52	0	1	0	0	55
PERS4	4	5	0	0	0	0	0	0	0	0	9
WEPS4	0	0	2	0	0	10	0	1	2	0	15
Grand Tot	191	122	277	41	2	480	51	123	28	2	1317

Remaining program billets are assigned to the marine safety program, but have different billet OBC codes. Examples of this include 79 coded VTS billets and 15 coded instructor billets at Marine Safety School.

OBC 40 General Marine Safety – 191  
 OBC 41 Commercial Vessel Safety General – 122  
 OBC 42 Port Safety/Environmental Protection General - 277  
 OBC 43 Port Contingency Planning – 41  
 OBC 44 Vessel Traffic Services –2  
 OBC 45 Vessel Inspection – 480  
 OBC 46 Vessel Technical – 51  
 OBC 47 Marine Investigation General – 123  
 OBC 48 Hazardous Materials – 28  
 OBC 49 Explosive Loading – 2

## OPERATIONS

### OPERATIONAL TOUR VS. OBC

"Operations" differs in important respects between Assignment Officers (AO) and the Officer Billet Manual. An AO talking about an "Operational Billet" refers to these types of units:

- ☞ Marine Safety Offices
- ☞ Cutters
- ☞ Air Stations
- ☞ Activities, Groups, Bases or Stations
- ☞ Vessel Traffic Services
- ☞ Operations Centers

### OPERATIONS OBC

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The Officer Billet Manual list Operations OBCs by these specialties:

- ☞ General Operations (OBC 70)  
Deck Watch Officer, cutter OPS, XO and CO  
Groups, bases and stations  
Operations centers  
Certain staff billets, e.g., Flag Plot, some "O" staff billets
  - ☞ Search and Rescue (OBC 71)  
Operations centers staff billets (osr)
  - ☞ Marine Science Activities (OBC 72)  
Marine science research and development  
International Ice Patrol
  - ☞ Readiness (OBC 73)  
Readiness staff billets  
Fleet training groups
  - ☞ Communications (OBC 74)  
Command, Control and Communications
  - ☞ Aids to Navigation (OBC 75)  
Buoy tenders  
Staff billets
-

## OPERATIONS

### OPERATIONS

#### OBC

(Continued)

☞ Intelligence (OBC 76)  
Intelligence Coordination Center  
JIATF  
EPIC  
Staff billets

☞ Law enforcement (OBC 77)  
TACLET  
LEDET  
International training teams

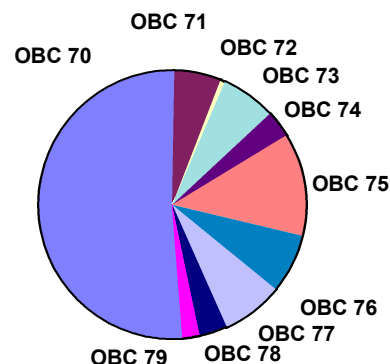
☞ Ice Operations (OBC 78)  
International Ice Patrol—The Coast Guard has conducted the International Ice Patrol (IIP) since 1913 to detect icebergs in North Atlantic shipping lanes and warn shipping accordingly.  
Icebreakers  
Diving  
Staff billets

☞ Vessel Traffic Services (OBC 79)

### OPERATIONS OBC BILLET DISTRIBUTION

#### NUMBER OF BILLETS

OBC 70 General Operations - 773  
OBC 71 Search and Rescue - 83  
OBC 72 Marine Science Activities - 8  
OBC 73 Readiness - 99  
OBC 74 Communications - 50  
OBC 75 Aids to Navigation - 183  
OBC 76 Intelligence - 101  
OBC 77 Law Enforcement - 111  
OBC 78 Ice Operations - 52  
OBC 79 Vessel Traffic Services - 28



## OPERATIONS AFLOAT

**INTRODUCTION** The operations afloat specialty encompasses the traditional, historic roles and missions on which the Coast Guard was founded and reflects the Coast Guard's sea-going heritage. The afloat community represents 12% of the officer corps.

**TIMING OF INITIAL TOUR** Many officers are eligible to pursue a career afloat. However, the decision to go afloat must be made early in a career. Assignment to a cutter must occur at the ensign level or soon after promotion to lieutenant (junior grade). If not, the opportunity to pursue a career afloat is effectively eliminated.

**PROGRAMS** The operations afloat career path includes a broad range of activities and objectives. Mid-level and senior-level assignments require recent cutter experience. The preference is to fill senior billets with officers who possess prior afloat experience at every pay grade.

**JUNIOR OFFICER ASSIGNMENTS** Entry-level assignments aboard cutters prepare junior officers for future assignments with an increased span of leadership and associated responsibility. Junior officers can expect these responsibilities:

☞ ENS: Deck Watch Officer (DWO) or Engineer Officer-in-Training (EOIT)

☞ LTJG: DWO/Weapons Officer/Operations Officer/XO/CO

☞ LT: Operations Officer/Supply Officer/EO/XO/CO

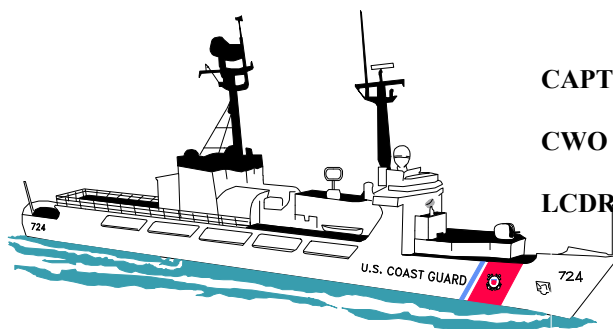
**COMMAND OPPORTUNITIES** There are many opportunities for command afloat from lieutenant (junior grade) to captain. Command afloat screening panels meet annually to consider qualified applicants. The screening process is very competitive, with performance afloat, leadership potential and operational experience the primary factors considered.

### COMMAND AFLOAT SCREENING PANELS

CAPTs and CDRs SEP

CWO (BOSN) OCT

LCDR, LT, LTJG, ENS NOV



## OPERATIONS AFLOAT

### TRAINING

#### REQUIREMENTS

The Coast Guard trains officers to enable them to meet the mission requirements and billet responsibilities to which they are assigned. The operations afloat field includes several areas where general training is necessary or highly recommended. Training in damage control, rules of the road, ship's organization, and deck watch officer principles serve as the cornerstone in an officer's initial training on board a cutter. Officers filling any deck watch officer billet must successfully complete a rules of the road exam. A number of afloat billets may require specific training through formal schooling, correspondence courses, or previous on-the-job training, such as maritime law enforcement and aids to navigation. Likewise, any officer selected to serve as Commanding Officer or Executive Officer must complete PCO/PXO school.

### EDUCATION

Specific experience and/or education and training requirements vary with assignment. The normal course of various field and staff tours will fulfill many desired educational and training requirements. The dynamic structure of the maritime world and Coast Guard missions require a working knowledge in many areas. Though qualification for operations afloat does not demand an advanced degree, the requisite knowledge and practical experience involved represents a vast amount of information. The challenge of shipboard operations and management coupled with leadership responsibilities require an officer to be current in Coast Guard policy and leadership principles.

### ASSIGNMENT OVERVIEW

Even though operations afloat assignments frequently support several programs, three afloat specialties are commonly identified.

- ☞ Law Enforcement, Search and Rescue, Defense Operations (white hull)
- ☞ Aids to Navigation (black hull)
- ☞ Ice Operations (red hull)

### MULTIPLE MISSIONS

The primary focus in white hull afloat operations is on the Coast Guard's historical multi-mission roles of Search and Rescue (SAR), Enforcement of Laws and Treaties (ELT) and Defense Operations. A fleet of High Endurance Cutters (WHEC), Medium Endurance Cutters (WMEC) and Patrol Boats (WPB) is strategically home ported throughout the United States' coastal region, including Alaska and Hawaii, to support these core missions.

## OPERATIONS AFLOAT

### SHORT-RANGE AIDS TO NAVIGATION (ATON)

The short-range Aids to Navigation (ATON) program establishes, maintains, and operates an integral system of aids to navigation consisting of buoys, lights, and day beacons. This comprehensive navigational reference system permits mariners to determine their position and safely navigate their vessel through restricted channels and navigable waterways. Short-range aids to navigation also warn mariners of hazards and dangers in and around U.S. and territorial navigable waters. Several cutter classes service aids to navigation including Seagoing Buoy Tenders (WLB) and Coastal Buoy Tenders (WLM). These vessels operate in broad geographic areas, moving and maintaining buoys and providing logistics support for major aids to navigation (lighthouses), weather data buoys, and remote Coast Guard stations.

### ATON OPPORTUNITIES

The ATON program provides junior officers with a continuous afloat career pattern through the lieutenant commander level. Entry-level deck assignments prepare junior officers for future afloat assignments with an increased span of management and associated responsibility. Shoreside operational opportunities include watch officer and command cadre positions in vessel traffic services. After promotion to commander, it will be necessary to move to multi-mission or ice operations to remain in an operations afloat career pattern.

### ICE OPERATIONS

The Ice Operations Program provides icebreaking capability to support national interests in the polar regions, facilitates vessels' movements through ice-laden U.S. navigable waters, and assists other government agencies and scientific organizations in pursuing marine science research and data collection.

Coast Guard Ice Operations includes specialties in:

- ☞ Polar Operations—Managing and operating the only heavy icebreakers in the U.S. inventory.
- ☞ Domestic Icebreaking—Conducted to facilitate navigation in domestic waters, search and rescue, and prevent flooding caused by ice, normally in the Great Lakes, St. Lawrence Seaway, and along the northeast U.S. coast.

The afloat assignment opportunities, for ensign through captain, in Ice Operations are limited due to the small number of cutters.

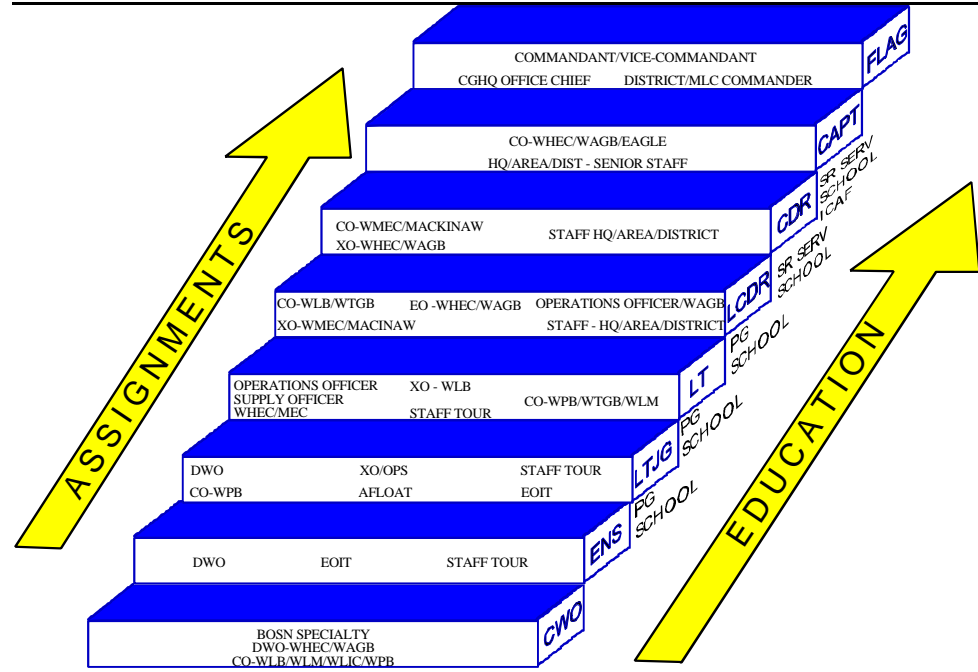
## OPERATIONS AFLOAT

### BILLET

### OPPORTUNITIES

Be aware of billet prerequisites; to command a WLB, you need recent ATON experience as either an XO WLB or CO WTGB with barge experience; to command an icebreaker, your afloat experience should be on icebreakers.

### OPERATIONS AFLOAT BILLET STRUCTURE



## OPERATIONS ASHORE

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**INTRODUCTION** Operations ashore traditionally have been associated with search and rescue since the early days of the Life-Saving Service. Today, the Coast Guard's numerous groups and stations perform a variety of missions: search and rescue (SAR), law enforcement (ELT), environmental protection (MEP), and aids to navigation (ATON), to name a few.

**CAREER FIELD** Operations ashore is a versatile career field that challenges you to apply skills and problem-solving abilities to all Coast Guard missions. As you gain seniority and experience, you earn an opportunity to manage resources (personnel, boats, and facilities) whose major emphasis is in SAR, ELT, MEP, and ATON. A wide variety of demanding assignments range from coordinating small boat operations at Coast Guard stations to managing the national SAR program at Coast Guard Headquarters. Commissioned officers are eligible to pursue this option early in their career. Those who select it should try for an assignment at a group or station as a junior officer to lay the foundation of experience required for future assignments.

**CAREER ASSIGNMENTS** The operations ashore career pattern encompasses a broad range of activities and objectives, including:

- ☞ Stations (Operations)
- ☞ Groups (Command and Support)
- ☞ Activities (Command and Support)
- ☞ Sections (Command and Support)
- ☞ Districts (SAR Planning and Management)
- ☞ Areas (SAR Planning and Oversight)
- ☞ Headquarters (SAR Management)
- ☞ R&D Center (Research and Development)
- ☞ National SAR School (Instructor)

**OPPORTUNITIES** Officers in this career specialty, plan, coordinate, manage and operate the nation's maritime SAR, ELT, MEP, and ATON systems. At the operational level (stations and groups), you become involved in daily operations, administration, communications, and oversight of any number of Coast Guard multi-mission units. At the district and area level, you could expect an assignment in the operations division, either as a manager or as a command center controller. You could assist in creating, developing, and/or refining search planning equipment and other new technology by serving at the Coast Guard Research and Development Center.

**REQUIREMENTS** An undergraduate degree in any field, preferably one with an analytical emphasis.

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## OPERATIONS ASHORE

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### INITIAL ASSIGNMENT

Entry-level officers who choose this specialty compete with other qualified officers for two- to four-year assignments to groups, section offices or staff positions at various SAR infrastructure components. Aviation and cutter personnel also enjoy opportunities for tours as command center controllers, assistant (osr), division chiefs, group duty, Headquarters program assignments, etc. Each position exposes you in varying degrees to SAR planning and multi-mission resource management. Subsequent assignments are subject to Service needs, but usually lead to positions of more responsibility at other units. You also can expect ample opportunity to enjoy a myriad of out-of-specialty assignments based on your personal experience and initiative.

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### INITIAL ASSIGNMENT AS LIEUTENANT

For officers who pursue other options during their first and second tours, such as afloat assignments or marine safety offices, entry into the operations ashore career pattern may occur at the lieutenant level. Entry into the operations ashore specialty as an O-3 versus O-2 does not significantly affect type of billet, but rather the rank at which this billet is assigned.

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### SECOND ASSIGNMENT

The second operations ashore tour for junior officers depends to some extent on the nature of the first tour within this specialty (primary and collateral duties assigned), level of performance, what billets are available and the officers' preferences. Generally a staff tour follows initial field assignments. Applicable tours may include:

- ☞ District or Headquarters (osr, oan or G-OCS, G-OPR)
  - ☞ Command centers
  - ☞ Other staff tours that permit continued contact with group and station operations.
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### MID-LEVEL ASSIGNMENTS

Mid-level officers are assigned to positions of increasing responsibility in their specialties while simultaneously intensifying the development of management and leadership skills necessary in a senior officer. Due to the length of time spent as a mid-level officer (approximately 10 years), you can expect two tours in specialty, and a possible tour out-of-specialty or in a subspecialty at increasing levels of responsibility. Opportunities for postgraduate school exist. During this time, officers who intend to continue in the operations ashore specialty should attempt at least one and preferably two tours in a group or station environment. Officers who have previous experience in aviation, ashore, or afloat operations compete for command center positions.

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## OPERATIONS ASHORE

### COMMAND OPPORTUNITIES

Officers in the operations ashore specialty compete for command opportunities at stations, groups, or section offices. Your experience and qualifications also may enable you to compete for command of certain other shore units as well. Officers should have previous group operational experience to screen for group or section command. Candidates for station commands should have prior operational experience (group, station, or afloat). Command opportunities are very limited and selection is highly competitive with performance, leadership potential, and experience being the main factors considered.

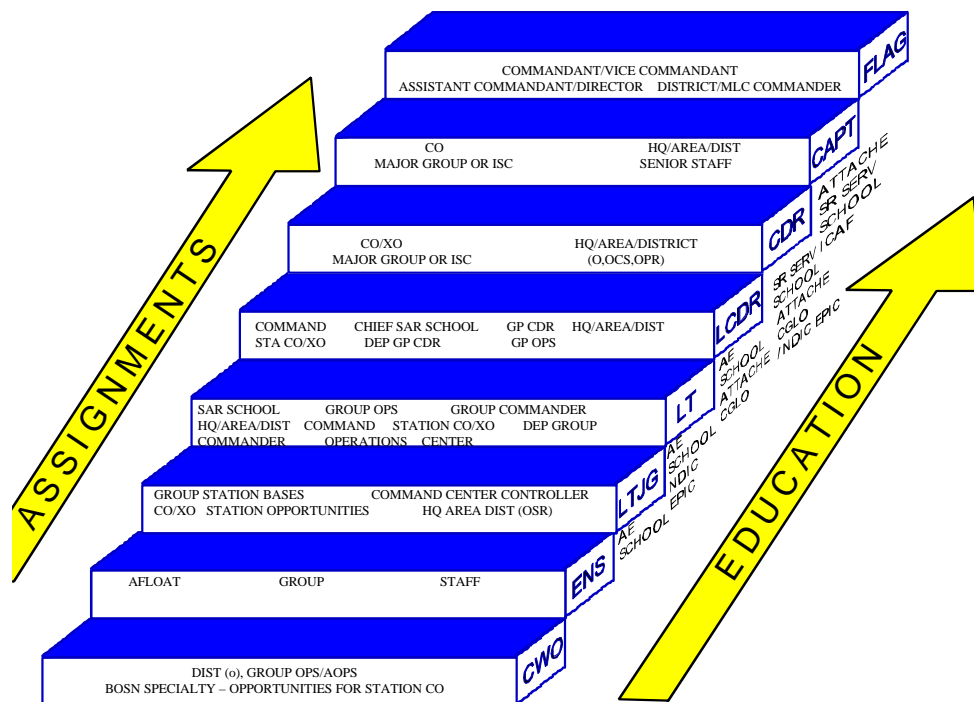
### OUT-OF-SPECIALTY TOURS

The number of officers assigned to groups, bases, and stations is small. All officers are encouraged to explore out-of-specialty tours after their first two operational or SAR planning assignments. Out-of-specialty assignments build well-rounded professionals who can provide insight that benefits the program and the Coast Guard as a whole.

### ADVANCED EDUCATION

All officers in the operations ashore career path can compete with their peers for advanced (masters) educational opportunities in a myriad of programs, including oceanography, operations research, public administration, and others.

### OPERATIONS ASHORE BILLET STRUCTURE



## **OPERATIONS INTELLIGENCE**

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**INTRODUCTION** The Coast Guard intelligence program is responsible for collecting, analyzing, and disseminating intelligence in direct support of all Coast Guard missions. In this capacity, the intelligence program serves as the focal for sharing intelligence with the other armed services; the intelligence community; and federal, state, and local law enforcement agencies. This critical intelligence serves as a force multiplier enabling the Coast Guard to operate more efficiently and effectively.

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**ADVANCED EDUCATION** Each year the Coast Guard selects several officers to attend the Master of Science of Strategic Intelligence (MSSI) program at the Joint Military Intelligence College, co-located with the Defense Intelligence Agency. Graduates of the MSSI program can expect a follow-on assignment to one of the Coast Guard's intelligence billets. The MSSI program complements afloat, operations ashore, and marine safety career paths. Reserve and part-time MSSI programs are available for officers assigned in the Washington, DC area.

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**ASSIGNMENTS** Officers can expect to serve in a variety of intelligence assignments as watch officers, intelligence analysts, collection managers, and program managers. The Coast Guard assigns intelligence officers to the Intelligence Coordination Center, the Area and District intelligence staffs, the El Paso Intelligence Center (EPIC), the National Drug Intelligence Center (NDIC) and the intelligence directorates for JIATFs East and West. Additionally, the Coast Guard offers unique assignments as Coast Guard attachés assigned overseas to U.S. embassies and as liaison officers to intelligence agencies such as the Central Intelligence Agency (CIA) and the National Security Agency (NSA).

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**DISCUSSION** As intelligence directly supports operations, a sound operational background is essential for officers assigned to intelligence billets. Ideally, officers will rotate between operational and intelligence assignments, thereby using their operational experience to ensure that intelligence meets the Coast Guard's operational requirements. Graduates of the Master of Science of Strategic Intelligence can expect to be assigned to multiple intelligence tours throughout their career.

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## **OPERATIONS    LAW ENFORCEMENT**

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**INTRODUCTION** Enforcement of Laws and Treaties (ELT), is one of the Coast Guard's largest operating programs, and includes drug interdiction, fisheries enforcement, and alien migrant interdiction.

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**FIELD SUPPORT** Coast Guard law enforcement operations directly support the counterdrug goals of the Office of National Drug Control Policy (ONSDCP) to stem the flow of illicit drugs into our country. Specialist also interact closely with the National Marine Fisheries Service (NMFS) and National Oceanographic and Atmospheric Administration (NOAA) to enforce fisheries and environmental regulations within the U.S. Exclusive Economic Zone. The also work with the U.S. Border Patrol (USBP) and the Immigration and Naturalization Service (INS) to curb the movement at sea of illegal migrants across our borders.

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**ASSIGNMENTS** The following is an example of a law enforcement career path, which includes both afloat and aviation career tracks. However, it should be communicated that if an officer follows this “ladder” of education and assignment, that officer would be harming rather than helping his career by limiting his career experience solely to operations. The ladder instead should indicate that these are operational assignments that should be interspersed with non-operational assignments, which will ensure a broadened officer career. Typical law enforcement operations assignments include:

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## OPERATIONS    LAW ENFORCEMENT

RANK	ASSIGNMENTS	EDUCATION
CWO	CG Special Agents, HQ/Area/District staff	N/A
ENS	Afloat, Group Ops staff, admin/support staff	MLE School
LTJG	TACLET, LEDET OIC, HQ/Area/Dist Staff WPB CO, WPB XO, Aviation, USN Exchange, XO Regional Fisheries Training Centers	AE School, Flight School
LT	Dept Head Afloat, JIATF, TACLET, LEDET OIC WPB CO, Group/Airsta Ops staff, HQ/Area/District staff, CO Regional Fisheries Training Centers	AE School
LCDR	Dept Head Afloat, WMEC XO, TACLET, JIATF, Group/Airsta OPS/XO, HQ/Area/District staff	AE School
CDR	WMEC CO, WHEC XO, JIATF, CG Liaison, Group/Airsta CO/XO, HQ/Area/Dist Branch Chief	Senior Service School
CAPT	WHEC CO, CG Liaison, Group/Airsta Command, HQ/Area/District senior staff	Senior Service School, ICAF
FLAG	Commandant, Vice Commandant, HQ Assistant Commandant or Director, Area/Dist/MLC Command	N/A

### DISCUSSION

Law Enforcement is not a “career path”, but is instead a field where officers will intersperse law enforcement tours with staff tours throughout their careers. Staff tours are sometimes completely unrelated to operations, which is actually encouraged by Assignment Officers to broaden a junior officer’s career experience.

### DRUG INTERDICTION

Officers working in the drug interdiction field normally start as boarding officers aboard cutters on patrol. As an officer’s career progresses, other assignments in the field include TACLET and LEDET tours, afloat operations and command opportunities. Related shore assignments at the District, Area and HQ levels offer experience in policy review and development, strategy, budget, and fostering improved international and interagency relationships and cooperation.

## **OPERATIONS    LAW ENFORCEMENT**

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### **FISHERIES**

A typical career path follows that of an operations afloat assignment with opportunities for advanced education and training in Marine Affairs/Living Marine Resources. Other assignments include liaison officer to the Department of State or NMFS, CO/XO at one of five Regional Fisheries Training Centers and assignments at the District, Area and Headquarters level in the development of policy and coordination with other countries, agencies and non-governmental organizations.

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### **ALIEN MIGRANT INTERDICTION**

Personnel involved in Migrant Interdiction Billets in the Group/District level work with local offices of the Immigration and Naturalization Service and US Border Patrol to coordinate migrant disposition and manage units involved in AMIO cases. They also work with U.S. Attorney's offices to coordinate the prosecution of migrant smuggling cases. Area and Headquarters personnel develop plans and execute National and Coast Guard policy regarding migrant interdiction. They work closely with other federal agencies.

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### **LEDET/TACLET**

Officer in Charge, LEDET: Law Enforcement Detachments (LEDET) are specialized deployable law enforcement teams. LEDETs make up Tactical Law Enforcement teams (TACLET). The Officer in Charge (OIC) is a Lieutenant Junior Grade (O-2). LEDET missions include counter drug deployments, quick response to alien migration interdiction operations (AMIO), supporting the U.S. Navy in enforcement of UN sanctions, and supporting local, state, or federal law enforcement agencies. The LEDET deployment ranges from 1 to 2 months. However, some deployments may only last a week or two. LEDET OICs are in charge of law enforcement operations (LE Department Head) while deployed and work closely with the CO of the sponsor ship.

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### **TRAINING AND EDUCATION**

LEDETs participate in specialized training such as the IONSCAN operator. The IONSCAN is a drug detection device used extensively in counter drug operations. Spanish immersion school is another opportunity for specialized training. Members are normally sent to either Costa Rica or Guatemala for 2 to 3 months to learn Spanish at school and while living with a host family. LEDETs may also attend schools with the High Intensity Drug Trafficking Area (HIDTA) such as Drug or Gang identification courses, 2 week basic to advanced Spanish courses, Intel and Interrogation, and many more. The Navy also offers schools such as SSET and SSEW which are weapons and tactics classes. Each LEDET and TACLET may seek out other schools or training opportunities in the local area that will enhance LE proficiency.

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### **COMMAND OPPORTUNITIES**

A Coast Guard Officer can realistically begin as an Officer in Charge of a LEDET then return to the TACLET/LEDET program as the Executive Officer and then as Commanding Officer.

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## **RESERVE PROGRAM MANAGEMENT**

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### **FUNCTION**

The Reserve Program Administrator (RPA) corps is a select cadre of reserve officers assigned to extended active duty to organize, recruit, administer, and train the reserve component. Corps size remains consistent with reserve training (RT) billet strength, generally between 75-100 officers. RPAs occupy a special occupational field dedicated to reserve program management. While in specialty, they occupy selected officer billets funded by the RT appropriation. These specialty staff positions are located primarily at district offices, ISCs, and Headquarters. RPAs also are permitted and encouraged to serve in out-of-specialty billets, both ashore and afloat, one out of every three tours.

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### **REFERENCE**

COMDTINST M1000.6 (series), Personnel Manual

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### **SCOPE**

RPAs must develop and maintain a sound understanding of the integrated reserve organization, including structure, resource management (personnel, materiel, and funds), and reserve program-associated recruitment and retention issues. While the RPA corps is relatively small, it manages all aspects of a reserve force that is fully integrated into all Coast Guard operational and support programs.

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### **ASSIGNMENTS**

The RPA career path is, in a sense, totally different from all others. RPAs have their own selection and promotion boards and are not part of the ADPL. They must have a working knowledge of the Coast Guard to execute their duties properly. Therefore, to maintain their professional knowledge and expertise, they generally rotate between in- and out-of-specialty tours throughout their careers. When not assigned to a reserve administrator billet, RPAs may fill any Coast Guard billet of appropriate grade level, including postgraduate training.

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### **QUALIFICATIONS**

Any officer on the ADPL or IDPL in the grade of lieutenant or lieutenant (junior grade) with at least two years' commissioned service in the Coast Guard or Reserve when the RPA designation board convenes is eligible for designation as a provisional RPA. Lieutenants must have three or fewer years in grade when the board convenes.

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### **RPA DESIGNATION BOARD**

The RPA designation board is conducted in two phases. The first phase, usually in January, screens all applicant files to select officers for a formal interview at the Coast Guard Personnel Command. During phase two, usually in February, the board conducts its formal interviews and makes final selections.

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## SELECTED RESERVE OFFICERS

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### SCOPE

The Ready Reserve provides a corps of officers subject to involuntary recall for defense and non-defense contingencies, trained and ready to respond to surges in operations, domestic contingencies, and during time of war or national emergency.

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### OFFICER CATEGORIES

Ready Reserve officers generally serve in one of two reserve training or pay categories:

- ☞ Selected Reserve (SELRES)—SELRES Reservists serve in a paid drilling status. They typically perform 48, 4-hour Inactive Duty Training (IDT) drills and up to 14 days of Active Duty for Training (ADT) annually.
  - ☞ Individual Ready Reserve (IRR)—Most officers assigned to the IRR are Reservists who have no military obligation to participate in the SELRES, but who may perform IDT drills without pay. While doing so, they may earn point credits toward a reserve retirement. Most IRR officers have completed their initial active duty obligation, but remain on reserve rolls to complete their 8-year military service obligation (e.g., OCS graduates who are released from active duty). IRR members may perform Active Duty Special Work (ADSW), formerly TEMAC and SADT, for pay.
  - ☞ Inactive Duty Reserve flag officers—Inactive Duty Reserve flag officers are designated as senior reserve officers, one each for the Atlantic and Pacific areas. They act as the Commandant's representative to identify and promote the Coast Guard and Coast Guard Reserve to the public. These officers report directly to active duty Area Commanders.
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### EDUCATIONAL OPPORTUNITIES

Ready Reserve officers may compete for many educational opportunities including senior service schools, DoD Reserve War and Staff Colleges, and short-term Coast Guard and Navy courses open to Reserve officers.

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### ASSIGNMENTS

With the integration of active duty and Reserve forces, Ready Reserve officers augment active duty commands to prepare for assigned mobilization duties that, in most cases, will be performed at the same augmented unit. Reserve officers in the grades O-4 and below are assigned by the servicing ISC (pf) branch. Tour lengths vary; however, normally an officer is assigned for a minimum of four years. Assignments are generally within a reasonable commuting distance from the member's residence.

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## **SELECTED RESERVE OFFICERS**

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### **SENIOR SELECTED RESERVE (SELRES) OFFICER ASSIGNMENTS**

All senior officer (O-5 and O-6) billets scheduled for rotation are announced in a shopping list produced by CGPC-rpm, usually in December. Any officer desiring rotation may submit an Assignment Data card (ADC) to their servicing ISC (pf) assignment officer. However, all officers scheduled for rotation must submit their ADC. Requested assignments that are outside the member's ISC area are sent to the ISC (pf) assignment officer who services the requested area.

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### **CAREER FIELDS**

Career fields available to Ready Reserve officers include the spectrum of opportunities available to their active duty counterparts (except aviation), including these types of units and billet series:

#### UNIT ASSIGNMENT

Port security  
Vessel augmentation (MLE, ATON, deck)  
Groups and stations  
Marine Safety Offices—Captains of the Port  
Repair, supply and research  
Operational shore facilities  
Command and control  
Contingency planning

#### BY EXPERIENCE INDICATOR CODE:

Administration  
Boating safety  
Comptrollership  
Engineering management  
Marine safety  
Operations  
Personnel

### **WARRANT SPECIALTIES**

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Boatswain	Material maintenance
Communications	Medical administration
Electronics	Personnel administration
Naval engineering	Port safety and security
Finance and supply	Physician Assistant
Public information	Weapons

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